

EFCC Growing Leaders Mentoring Network

As a part of our Growing Leaders ministry it is recognized that pastoral vitality is a core issue. One key component to help us nurture pastoral vitality will be for the EFCC to be a “mentoring” environment. This means that being involved in mentoring relationships will be the norm for our pastors and leaders.

To move toward success with this goal we will establish “credentialing mentors” alongside of our Ministerial Standing Committee to walk with pastors through the credentialing process.

We will also have a cohort of experienced godly leaders (Ministry Mentors) who are willing to mentor other pastors and leaders. There will also be other components to our pastoral vitality plan, including coaching cohorts, and specialized focused coaching and private counselling referrals.

Ministry Mentor’s role: Our Ministry Mentors are men and women who have served God in some kind of ministry or leadership role, and are willing to share their experience, wisdom, and lives to help another grow as a follower of Jesus and leader in His work.

Expectations: We will ask our mentors to...

- offer presence and counsel.
- simply share what they have learned, not as prescriptions but as observations. Good mentors are driven by the desire to help someone else succeed in their own context.
- offer wisdom, discernment, life and ministry experience, timely advice, new methods or approaches to ministry, skills, principles of ministry and leadership, and networks and connections as God has provided them.
- intercede through prayer.
- ask great questions.

While we want a level of consistency in our mentoring network, we also recognize that each mentoring relationship will be unique. Thus, we will offer guidelines and resources, but will also trust our mentors to work with the nature of the relationship, the willingness of the mentee, and the guidance of the Holy Spirit.

Pathway:

- The EFCC (through National or District leadership) will suggest a match of mentor and mentee.
- The EFCC will provide basic guidelines for mentors (as well as making other resources available) and guidelines and expectations for the mentee.
- If either participant feels this isn’t working, they may cancel with no regrets. The duration of this relationship can be set by the mentor/mentee, but it is suggested that you start with a one-year commitment and review after that for further commitment.



Growing Leaders

through
mentoring

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CANADA

[WWW.EFCCM.CA/WORDPRESS/
GROWING-LEADERS/](http://WWW.EFCCM.CA/WORDPRESS/GROWING-LEADERS/)

Mentoring Basic Guidelines:

- You are encouraged to build a relationship with your mentee that is appropriate for your character and circumstances. Each relationship will look different, and that is okay. There is no single template you must follow.
- Communicate from your personal experience to help inform process and direction. Share important values and lessons you have learned. Be sure to listen to where your mentee is at, respond humbly, and don't forget to pray with and for him/her.
- A few opening/guiding questions:
 - What are the top 3 challenges you face right now?
 - What would you like to be different 3 years from now?
 - How are you being fed?
 - What is your biggest fear right now?
 - Tell me about your family.

Mentees guidelines/expectations:

We also have expectations of mentees. These expectations are established so that the experience will be both productive and positive. Therefore, we ask that mentees commit to...

- Developing a desire to serve God and be used by Him.
- Developing a willingness to sacrifice and a willingness to give up some rights in exchange for being helped in their walk and service for God.
- Having a servant-like heart attitude toward the mentor.
- Expressing a teachable spirit.
- Showing a willingness to take responsibility.
- A willingness to prioritize their commitment.
- Their fit with the EFCC.
- Respectful, open, honest, and willing accountability to the Mentor-Coach relationship.

Resources: In addition to these basic guidelines, the EFCC will make available a more extensive Mentoring Guideline book that can serve either as a roadmap for meetings and conversations, or as resource manual to be accessed as needed. As a part of our partnership with mentors in this ministry we are happy to offer to all mentors a copy of "Great Mentoring" – a resource from our partner, Arrow Leadership. Any mentor can simply let us know and we will send them a free copy of this valuable resource. We also will provide every mentor with some resources about the ethos of the EFCC to help in that important aspect of growing as a servant leader within the EFCC.

We will also be offering, over time, further training on mentoring and coaching, and we have several experienced qualified ministry and leadership coaches who are willing to and able to be part of the solution for people in specific situations.

DISC Behavioural assessment is also available through the office of our Leadership Catalyst, with extensive reports on the implications of personal behavioural style. This DISC assessment can also be taken within a team context, considering and reporting on, the interaction within a team of the various behavioural types within that team.

Further resources will be developed and offered as time goes on. You are invited to connect with us if you have any questions or are looking for any resources.

Some General Topics that can be covered (topics will vary depending on leadership roles and circumstances):

- EFCC Ethos
- Goal setting
- Supporting women in leadership/ ministry
- Effective church governance within the EFCC ethos including: working with a church board toward healthy decision-making processes, unity and diversity dynamics, and knowledge development on board liabilities, obligations, etc.
- How to raise up and train new leaders
- How to navigate funerals, weddings, child dedications, etc. (There is a module in our Mentoring Guideline on this.). Discuss the unique challenges and opportunities these can bring, along with traversing potentially awkward scenarios.
- How to be an effective board/ board member, or how to support your Board.
- Discovering your own leadership style
- The practise of Servant/ Shepherd leadership
- Leading from the Second Chair
- Balancing family and ministry
- Building trust
- Casting vision
- Building team